

Reflection Questions: Strengths & Challenges

Reflection Question	Strengths Zone: Successes	Outside your Primary Strengths: Challenges
1. What were your major achievements/accomplishments this past year?		
2. What areas of your performance (behaviors and results) are most closely aligned with your strengths?		

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3. Who are your direct reports and how have you leveraged their strengths this past year?		
4. Where do you feel your work is most valued within the organization, and how does your work contribute to the strategic directions and goals?		

Reflection Questions: Strengths & Challenges

Reflection Question	Strengths Zone: Successes	Outside your Primary Strengths: Challenges
5. What additional skills or knowledge would help you more effectively perform your present job or enhance your skill/job opportunities?		